

Strategy	State Activity	For More Information Contact
Pipeline: K-12		
Science or math enrichment	Academic prep/tutoring for urban and rural middle/high school youth	Massachusetts AHEC Network (508)856-4303
Awareness of healthcare careers	Health career fairs targeting urban and rural middle/high school youth Visits to area high schools in Western MA	Massachusetts AHEC Network (508)856-4303 Rural Scholars Program stengerj@ummhc.org
Active exposure to healthcare careers	Internships, shadowing, job experience, mentors, advisors, for urban and rural middle/high school youth Tours of health centers for youth	Massachusetts AHEC Network (508)856-4303 Mass League of Community Health Centers (617)426-2225
Pipeline: Higher Education and Training Programs		
Higher ed, training program and employer partnerships	Nursing pipeline for Latino nurses in Lawrence Community college credit for medical interpreters, health workers and nursing statewide UMass campus partnerships of pipeline development cutting across the state for minority and disadvantaged populations AmeriCorp Program, volunteer young adults spend a year get a small stipend and do a year of what is considered volunteer work, part or full time work, doing education or outreach, running special programs	Massachusetts AHEC Network (508)856-4303 Mass League of Community Health Centers (617)426-2225
Technology based educational initiatives (such as for distance learning)		
Revision of traditional education/training to meet the		

needs of nontraditional students		
Increasing capacity (faculty, regional distribution of programs etc)		
Reciprocal training programs		
Bridge programs		
Scholarships, loan forgiveness or tuition remission	UMass Medical has a tuition forgiveness program for primary care physicians MassAHEC created directory on primary care physician programs	Massachusetts AHEC Network (508)856-4303
Placement of health professions students in rural settings.	UMass Med Rural Health Scholars program for medical and nursing students	Massachusetts AHEC Network (508)856-4303 Or Rural Scholars Program stengerj@ummhc.org
Recruitment		
Marketing		
Loan repayment	MA DPH Primary Care Office loan repayment program for primary care disciplines statewide Loan repayment for physicians practicing at a CHC NHSC, Visa Waiver, Loan Repayment	Massachusetts AHEC Network (508)856-4303 Mass League of Community Health Centers (617)426-2225 MA Primary Care Office (617)624-6060
Regional recruitment centers		
Business collaboration with colleges and universities		
Working with employers in declining industries		
Community based approaches		

such as “the recruitable communities approach”		
Retention		
Career ladder		
Cross training	Training for Dual role worker in health care settings to also work as a medical interpreter	Massachusetts AHEC Network (508)856-4303
Career lattice – promoting excellence in a profession; specializing in specific areas	CHC Medical Director training	Massachusetts AHEC Network (508)856-4303
Transitioning/retraining older workers to remain in the healthcare setting		
Management and supervision practices	Management certificate program for mid-level managers	Mass League of Community Health Centers (617)426-2225
Workplace culture change	Professional development programs on team building, communication, cultural competency, etc.	Massachusetts AHEC Network (508)856-4303
Compensation structures (wages, insurance, bonuses)		
Facilitating re-entry into healthcare workforce		
Additional Strategies		
Forecasting workforce needs	Vacancies at the community health centers for all of their positions are recorded	Mass League of Community Health Centers (617)426-2225 MassLeague and Office of Primary Care Collaboration
Changing the image of health careers	Journal of Rural Health article regarding MA workforce issues	Rural Scholars Program stengerj@ummhc.org
Advocacy for policy and system		

changes.		
Advocacy for new programs or workforce legislation		
Streamlining state credentialing or licensing requirements		